

# State of Maryland

## Commission on Civil Rights



### Officers

Alvin O. Gillard, Executive Director  
Cleveland L. Horton II, Deputy Director  
Nicolette Young, Assistant Director  
Glendora C. Hughes, General Counsel

Governor  
Martin O'Malley  
Chairperson  
Shawn M. Wright, Esq.  
Vice-Chairperson  
Robert L. Baum, Esq.  
Commissioners  
Laura M. Esquivel  
Norman I. Gelman  
Rabbi Binyamin Marwick  
Gary Norman, Esq.  
Naima Said, Esq.  
Gina McKnight-Smith, Pharm.D., M.B.A.  
DeWayne Wickham

Contact: Spencer Dove  
6 Saint Paul Street, Suite 900  
Baltimore, MD 21202-1631  
Phone: 410-767-8576  
Email: [spencer.dove@maryland.gov](mailto:spencer.dove@maryland.gov)

FOR IMMEDIATE RELEASE  
September 30, 2014

### **“GENDER IDENTITY” PROTECTIONS TAKE EFFECT OCTOBER 1, 2014** *Fairness for All Marylanders Act of 2014* Adds Protected Class to Maryland’s Anti-Discrimination Law in Employment, Housing, & Public Accommodations

**Baltimore, MD** – Effective October 1, 2014, Title 20 of the State Government Article will include “gender identity” as a protected class in employment, housing, and public accommodation anti-discrimination law. The *Fairness for All Marylanders Act of 2014* (Chapter 474, 2014 Acts of the General Assembly) charges the Maryland Commission on Civil Rights (MCCR) to serve as the enforcement agency.

“MCCR stands ready to fully enforce the law while working with our communities to achieve equality, inclusion, and understanding,” states Alvin O. Gillard, MCCR Executive Director. “By including this particular community as a protected class, MCCR gains a valuable tool necessary to achieve our vision of having a State that is free from any trace of unlawful discrimination.”

“Gender identity” is defined as, “the gender-related identity, appearance, expression, or behavior of a person, regardless of the person’s assigned sex at birth, which may be demonstrated by (1) consistent and uniform assertion of the person’s gender identity or (2) any other evidence that the gender identity is sincerely held as part of the person’s core identity.” To further educate the public on Maryland’s anti-discrimination laws, MCCR’s website, publications, and literature are updated to include “gender identity” and related information. Additionally, the Commission’s Education & Outreach Unit provides many training modules that include helpful information on what the law entails and strategies to comply. To request Education & Outreach Unit services, contact Tara Taylor at 410-767-6459 or [tara.taylor@maryland.gov](mailto:tara.taylor@maryland.gov).

MCCR represents the interest of the State to ensure equal opportunity for all through enforcement of Title 20 of the State Government Article and Title 19 of the State Finance & Procurement Article, Annotated Code of Maryland. MCCR investigates complaints of discrimination in employment, housing, public accommodations and state contracts filed by members of protected classes under federal and state law. For additional information, please contact Spencer Dove at 410-767-8576 or by email at [spencer.dove@maryland.gov](mailto:spencer.dove@maryland.gov).

###

[ ] MAIN OFFICE  
William Donald Schaefer Tower  
6 Saint Paul Street, Suite 900  
Baltimore, Maryland 21202-1631  
410-767-8600 • 1-800-637-6247  
Fax 410-333-1841 • TTY 410-333-1737

[ ] SALISBURY OFFICE  
Salisbury District Court  
Multi-Purpose Center  
201 Baptist Street, Suite 33  
Salisbury, Maryland 21801  
410-713-3611 • 410-713-3614 Fax

[ ] LEONARDTOWN OFFICE  
Joseph D. Carter Center  
23110 Leonard Hall Drive  
P.O. Box 1509  
Leonardtown, Maryland 20650  
301-880-2740 • 301-880-2741 Fax

[ ] HAGERSTOWN OFFICE  
Potomac Plaza  
44 N. Potomac St., Suite 202  
Hagerstown, Maryland 21740  
301-797-8521  
301-791-3060 Fax

Home Page Address: <http://mccr.maryland.gov>

E-Mail Address: [mccr@maryland.gov](mailto:mccr@maryland.gov)